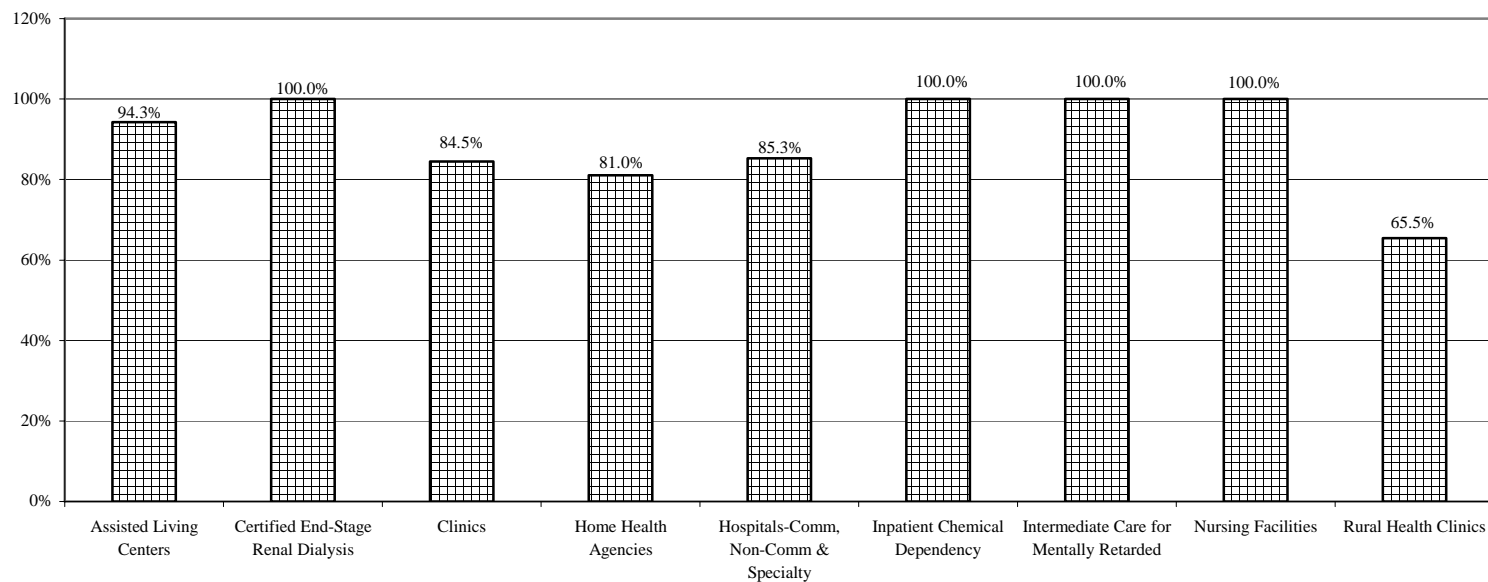


Facility Type

Figure 15 illustrates the return rates for each facility type. Certified end-stage renal dialysis, inpatient chemical dependency, intermediate care for mentally retarded, and nursing facilities all had a 100 percent return rate on their

surveys. Assisted living centers had a return rate of 94.3 percent. Clinics, home health agencies, and hospitals all fell within the 80 percent range for return rates on their surveys. Rural health clinics had a return rate of 65.5 percent

Figure 15
Return Rates by Type of Facility



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Assisted Living Centers

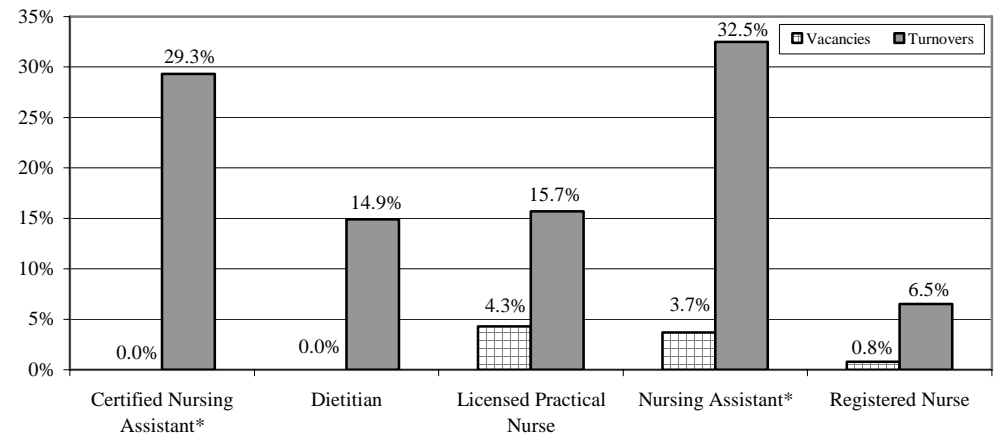
Out of the 158 assisted living centers in South Dakota, 149 returned their survey for a return rate of 94.3 percent. Figure 16 shows the key health care professionals that are employed in assisted living centers. They include certified nursing assistant, dietitian, licensed practical nurse, nursing assistant, and registered nurse. The position with the highest vacancy rate is licensed practical nurse with 4.3 percent, while the positions with the lowest vacancy rate are certified nursing assistant and dietitian, both with 0 percent. The position with the highest turnover rate is nursing assistant with 32.5 percent, while the position with the lowest turnover rate is registered nurse with 6.5 percent. Overall, assisted living centers had 1.8 percent of budgeted vacancies and 26.4 percent of turnovers.

Figure 17 shows the responses why vacancies were hard-to-fill in assisted living centers. The top three responses for why vacancies were hard-to-fill were “lack of applicants,” “job entails shift work of undesirable hours,” and “applicants lack the qualifications we want,” respectively.

Assisted Living Center Defined

An assisted living center is defined as any establishment which is maintained and operated to provide personal care and service for five or more persons, whether for consideration or not, who by reason of age or infirmity, are dependent upon the services of others to carry out normal daily living activities, to regulate their living habits, or to protect them from environmental and other hazards. This care and service shall be provided by competent and qualified individuals who shall maintain a minimum of .80 hours of resident care in every 24- hour period for each in-resident.

Figure 16
Assisted Living Centers – Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

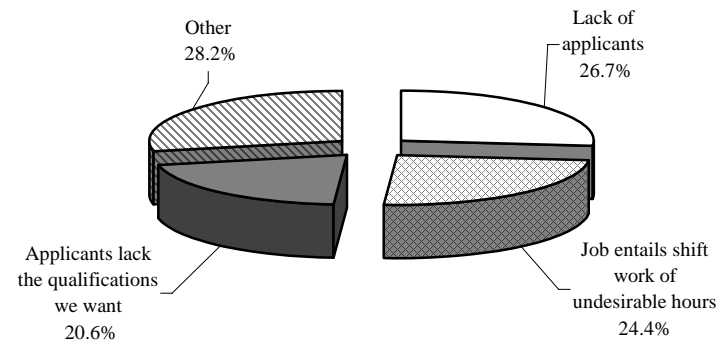
Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 17
Assisted Living Centers – Responses to Why Vacancies Were Hard-to-Fill



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Inpatient Chemical Dependency Facilities

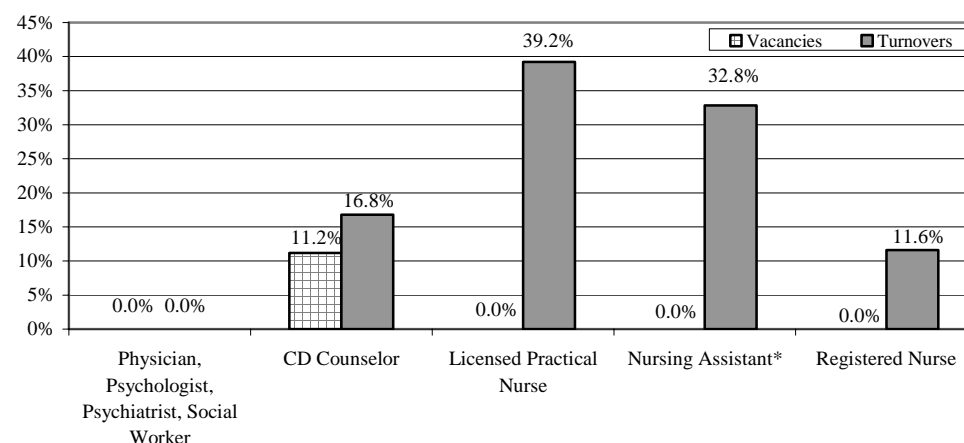
All of the inpatient chemical dependency facilities in South Dakota, returned their surveys for a return rate of 100 percent. Figure 18 shows the key health care professionals that are employed in inpatient chemical dependency facilities. They include CD counselor, certified nursing assistant, dietitian, licensed practical nurse, nursing assistant, physician, psychiatrist, psychologist, registered nurse, and social worker. The position with the highest vacancy rate was CD counselor with 11.2 percent, while the positions with the lowest vacancy rate were physician, psychologist, psychiatrist, social worker, licensed practical nurse, nursing assistant, and registered nurse, all with 0 percent. The position with the highest turnover rate was licensed practical nurse with 39.2 percent, while the positions with the lowest turnover rate were physician, psychiatrist, psychologist, and social worker, all with 0 percent. Overall, inpatient chemical dependency facilities had 6.9 percent of budgeted vacancies and 17.3 percent of turnovers.

Figure 19 shows the responses why vacancies were hard-to-fill in inpatient chemical dependency facilities. The top response was “lack of applicants.” The second highest response had a three-way tie among “too much competition from other employers,” “job entails shift work of undesirable hours,” and “applicants lack the qualifications we want.”

Inpatient Chemical Dependency Defined

Inpatient chemical dependency facility is defined as a facility that provides diagnosis and therapeutic services to patients with alcoholism or other drug dependencies. Includes care for inpatient/residential treatment for patients whose course of treatment involves more intensive care than provided in an outpatient setting or where patient requires supervised withdrawal.

Figure 18
Chemical Dependency Facilities – Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

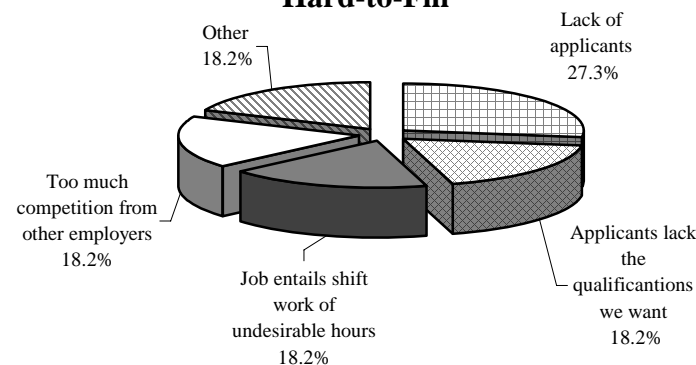
For definitions of percent of vacancies and percent of turnovers, see Appendix A.

There were no certified nursing assistants and dietitians in inpatient chemical dependency facilities in 2005.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 19
Chemical Dependency Facilities – Responses to Why Vacancies Were Hard-to-Fill



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Renal End-Stage Facilities

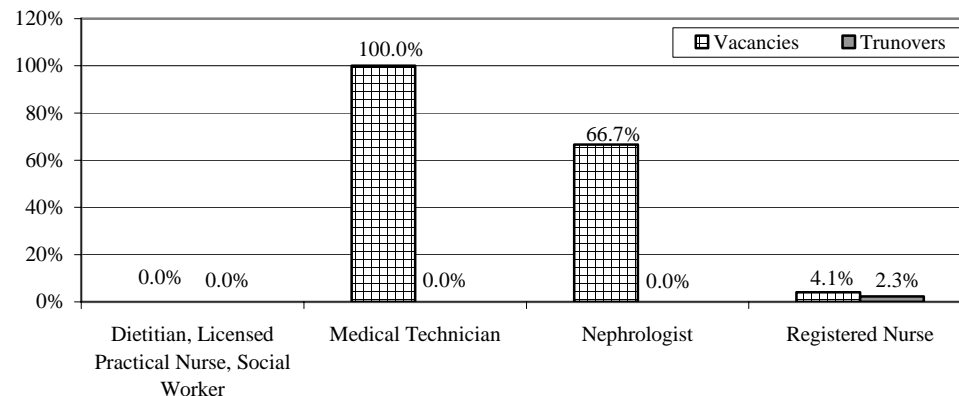
All twenty-one of the renal end-stage facilities in South Dakota, returned their surveys for a return rate of 100 percent. Figure 20 shows the key health care professionals that are employed in renal end-stage facilities. The position with the highest vacancy rate was medical technician with 100 percent, while the positions with the lowest vacancy rates were dietitian, licensed practical nurse, and social worker, all with 0 percent. The position with the highest turnover rate was registered nurse with 2.3 percent, while the positions with the lowest turnover rate were dietitian, licensed practical nurse, social worker, medical technician, and nephrologist, all with 0 percent. Overall, renal end-stage facilities had 8.4 percent of budgeted vacancies and 1.9 percent of turnovers.

Figure 21 shows the responses why vacancies were hard-to-fill in renal end-stage facilities. The top three responses for why vacancies were hard-to-fill were “lack of applicants,” “people with required skills don’t want to relocate to this area,” and “applicants lack the qualifications we want,” respectively.

Renal End-Stage Facility Defined

Renal end-stage facility is defined as a facility that provides staff-assisted hemodialysis services in an outpatient setting. May also provide peritoneal dialysis and hemodialysis training.

Figure 20
Renal End-Stage Facilities – Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

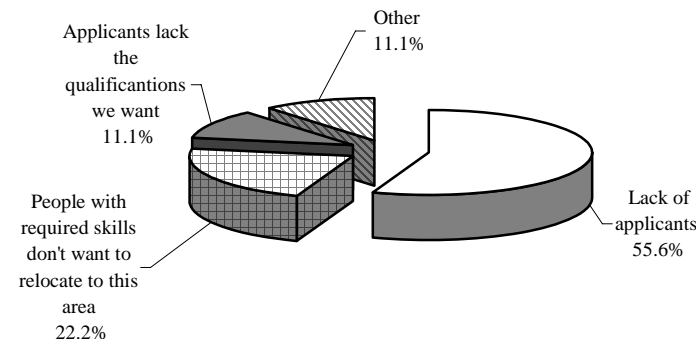
Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

There were no physical therapist assistants in renal end-stage facilities in 2005.

There were only part-time pharmacists, pharmacist technicians, physicians, physical therapists, psychologists, and psychiatrists in renal end-stage facilities in 2005.

Figure 21
Renal End-Stage Facilities – Responses to Why Vacancies Were Hard-to-Fill



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Home Health Agencies

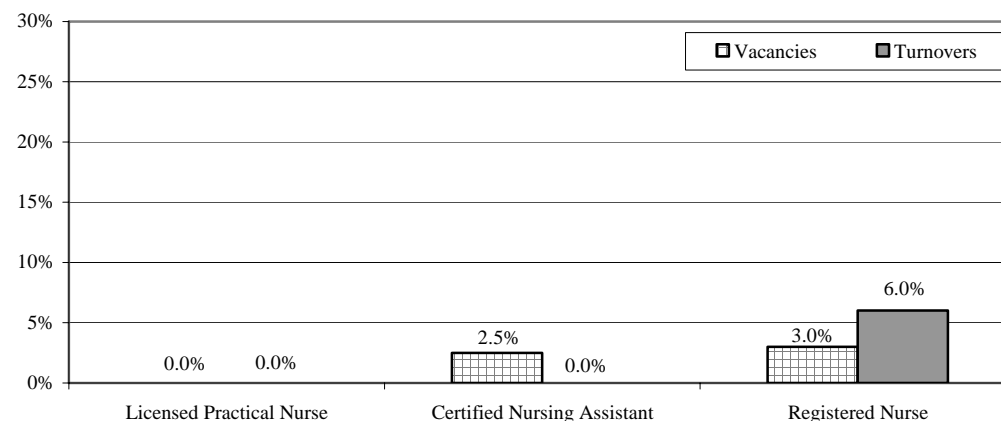
Out of the 58 home health agencies in South Dakota, 47 returned their surveys for a return rate of 81 percent. Figure 22 shows the key health care professionals that are employed in home health agencies. They include certified nursing assistant, licensed practical nurse, and registered nurse. The position with the highest vacancy rate was registered nurse with 3 percent, while the position with the lowest vacancy rate was licensed practical nurse with 0 percent. The position with the highest turnover rate was registered nurse with 6 percent, while the positions with the lowest turnover rate were licensed practical nurse and certified nursing assistant, both with 0 percent. Overall, home health agencies had 2.7 percent of budgeted vacancies and 3.8 percent of turnovers.

Figure 23 shows the reasons why vacancies were hard-to-fill in home health agencies. The top response for why vacancies were hard-to-fill was “lack of applicants.” The second highest response was “applicants lack the qualifications we want.” The third highest response had a tie between “company/industry doesn’t pay enough” and “people with required skills don’t want to relocate to this area.”

Home Health Agency Defined

Home health agency is defined either as a public or private agency that provides skilled nursing services and at least one other service, directly or under contract, to individuals in their homes.

Figure 22
Home Health Agencies – Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

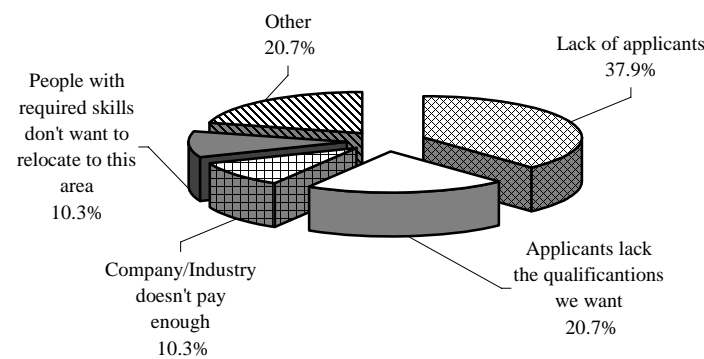
Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 23
Home Health Agencies – Responses to Why Vacancies Were Hard-to-Fill



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Nursing Facilities

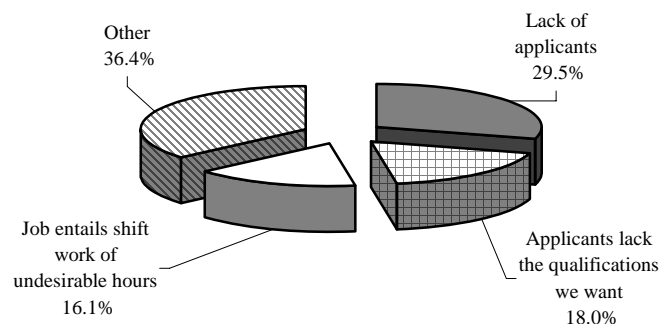
All 112 nursing facilities in South Dakota, returned their surveys for a return rate of 100 percent. Figure 25, on the next page, shows the key health care professionals that are employed in nursing facilities. The position with the highest vacancy rate was physician with 50 percent, while the positions with the lowest vacancy rate were accredited record technician, certified coding specialist, MDS coordinator, occupational therapist assistant, physical therapist assistant, and speech pathologist, all with 0 percent. The position with the highest turnover rate was certified coding specialist with 100 percent, while the position with the lowest turnover rate was accredited record technician with 0 percent. Overall, nursing facilities had 4.4 percent of budgeted vacancies and 30.2 percent of turnovers.

Figure 24 shows the reasons why vacancies were hard-to-fill in nursing facilities. The top three responses for why vacancies were hard-to-fill were “lack of applicants,” “applicants lack the qualifications we want,” and “job entails shift work of undesirable hours,” respectively.

Nursing Facility Defined

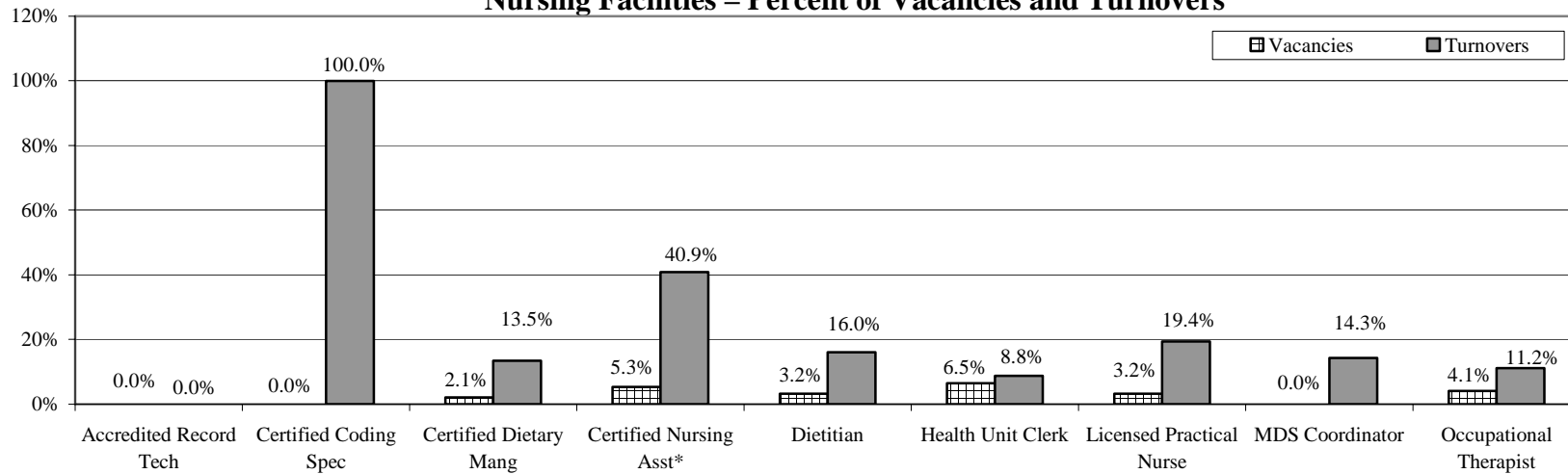
Nursing facility is defined as an establishment which is maintained and operated for the express or implied purpose of providing care for a person or persons, whether for consideration or not, who are not acutely ill but do require nursing care and related medical services of such complexity as to require professional nursing care under the direction of a physician on a 24-hour per day basis.

Figure 24
Nursing Facilities – Responses to Why Vacancies Were Hard-to-Fill



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 25
Nursing Facilities – Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

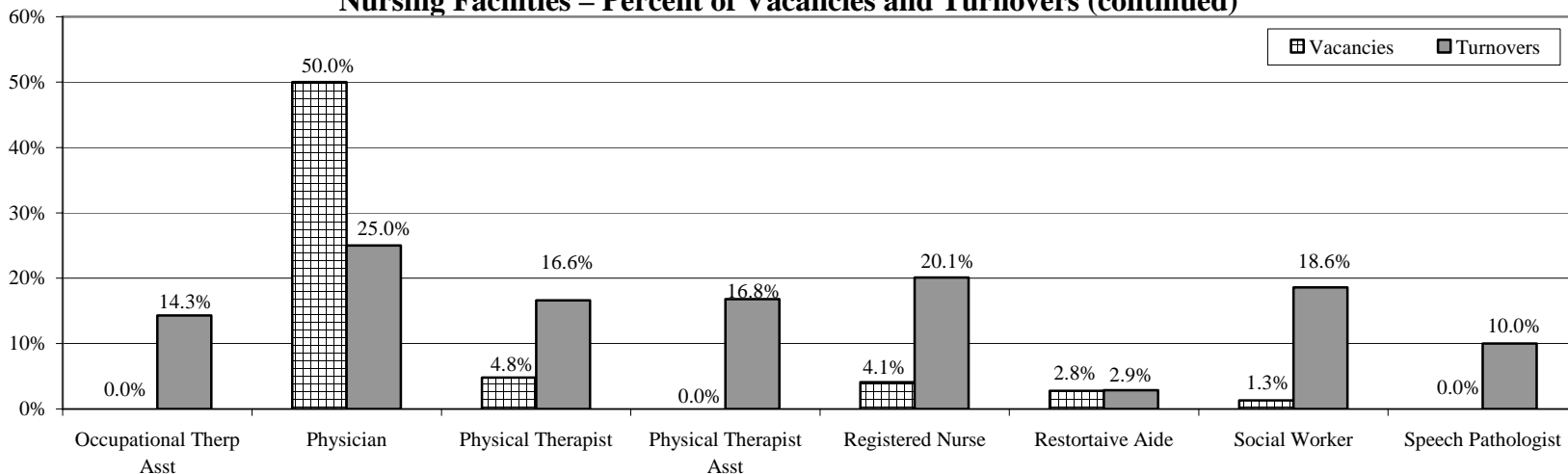
For definitions of percent of vacancies and percent of turnovers, see Appendix A.

There were no certified nurse practitioners in nursing facilities in 2005.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistant.

Figure 25
Nursing Facilities – Percent of Vacancies and Turnovers (continued)



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

Hospitals

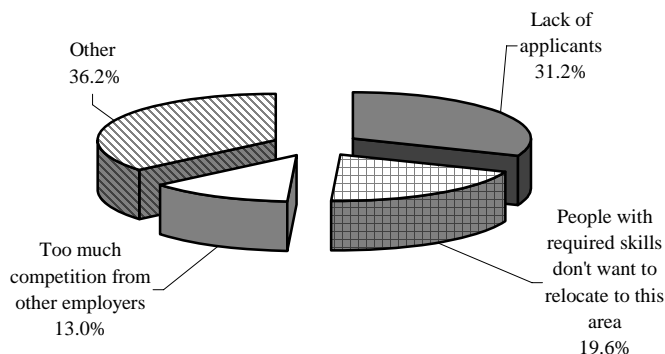
Out of the 68 hospitals (community, non-community, and specialized) in South Dakota, 58 returned their surveys for a return rate of 85.3 percent. Figure 27, on the next page, shows the key health care professionals that are employed in hospitals. The position with the highest vacancy rate was occupational therapist assistant with 26.7 percent, while the positions with the lowest vacancy rate were audiologist, chiropractor, emergency medical technician, operating room technician, podiatrist, registered record administrator, and accredited record technician, all with 0 percent. The position with the highest turnover rate was patient care technician with 31.9 percent, while the positions with the lowest turnover rate were audiologist, chiropractor, emergency medical technician, operating room technician, podiatrist, registered record administrator, clinical nurse specialist, and ultrasound technician, all with 0 percent. Overall, hospitals had 5.8 percent of budgeted vacancies and 10.2 percent of turnovers.

Figure 26 shows the responses why vacancies were hard-to-fill in hospitals. The top three responses for why vacancies were hard-to-fill were “lack of applicants,” “people with required skills don’t want to relocate to this area,” and “too much competition from other employers,” respectively.

Hospitals Defined

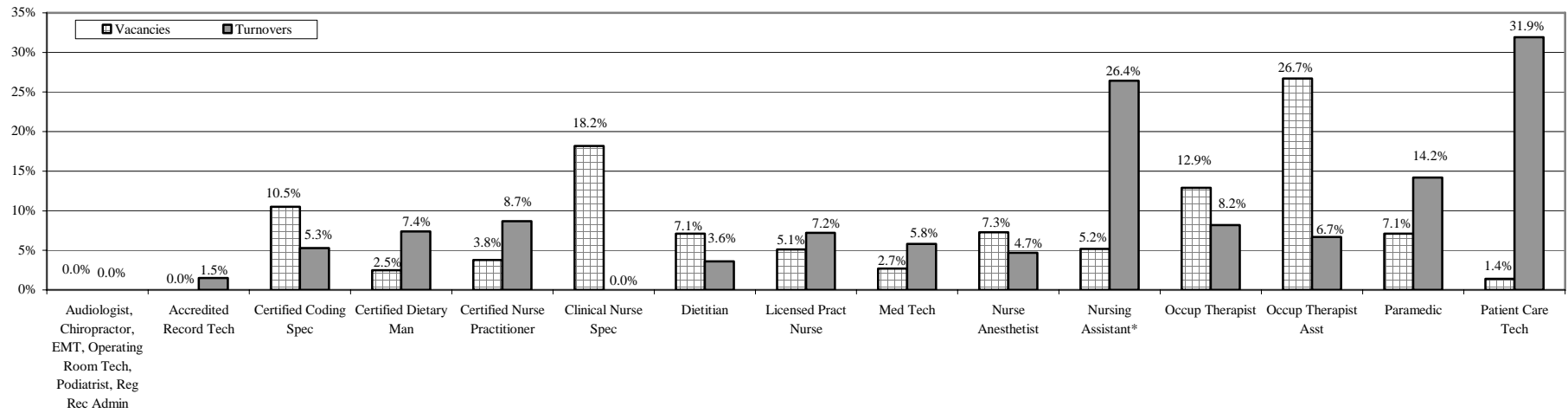
Hospital is defined as an establishment with an organized medical staff with permanent facilities that include inpatient beds and is primarily engaged in providing, by or under the supervision of physicians, to inpatients any of the following services: diagnostic or therapeutic services for medical diagnosis, treatment, or care of injured, disabled or sick persons; obstetrical services including the care of the newborn; rehabilitation services for the rehabilitation of injured, disabled or sick persons.

Figure 26
Hospitals – Responses to Why Vacancies Were Hard-to-Fill



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 27
Hospitals – Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

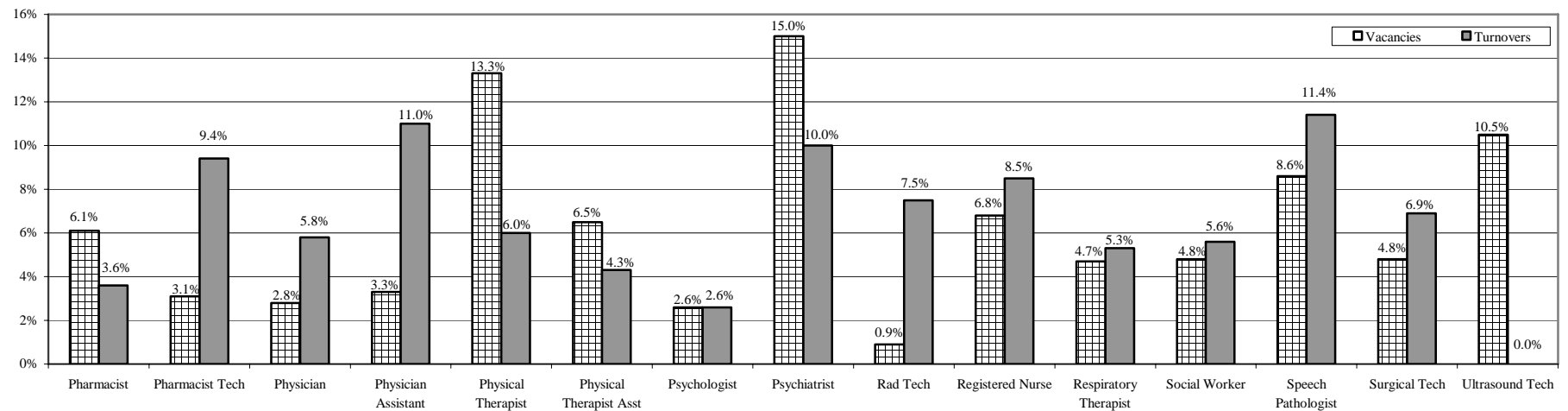
Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 27
Hospitals – Percent of Vacancies and Turnovers (continued)



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

Rural Health Clinics

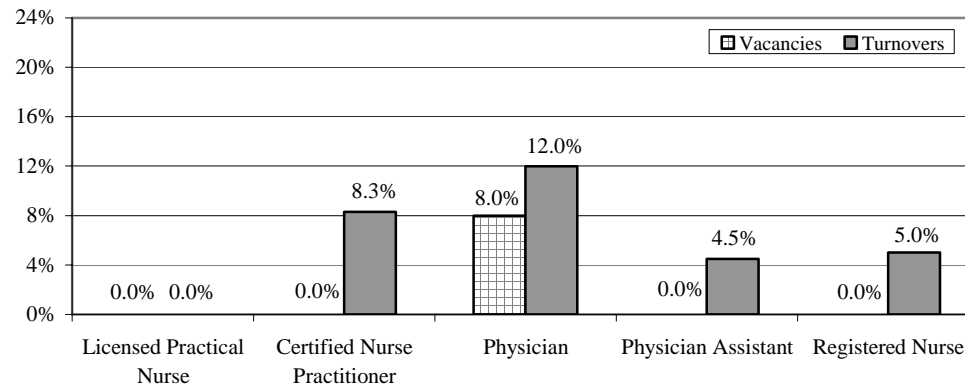
Out of the 55 rural health clinics in South Dakota, 36 returned their surveys for a return rate of 65.5 percent. Figure 28 shows the key health care professionals that are employed in rural health clinics. They include certified nurse practitioner, licensed practical nurse, physician, physician assistant, and registered nurse. The position with the highest vacancy rate was physician with 8 percent, while the positions with the lowest vacancy rate were licensed practical nurse, certified nurse practitioner, physician assistant, and registered nurse, all with 0 percent. The position with the highest turnover rate was physician with 12 percent, while the position with the lowest turnover rate was licensed practical nurse with 0 percent. Overall, rural health clinics had 1.9 percent of budgeted vacancies and 5.8 percent of turnovers.

Figure 29 shows the reasons why vacancies were hard-to-fill in rural health clinics. The top response for why vacancies were hard-to-fill was “lack of applicants.” The second highest response was “job entails shift work of undesirable hours.” The third highest response had a three-way tie among “applicants lack the qualifications we want,” “too much competition from other employers,” and “people with required skills don’t want to relocate to this area.”

Rural Health Clinic Defined

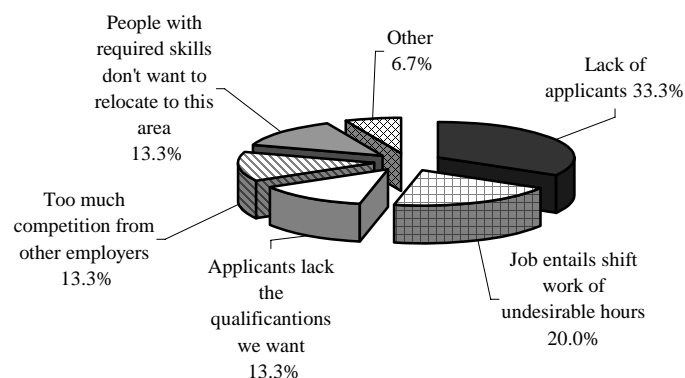
A rural health clinic is a clinic that receives increased Medicare and Medicaid reimbursement to help ensure the provision of primary care services to rural and underserved areas.

Figure 28
Rural Health Clinics – Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records
 Note: Turnover is the number of employees who left the facility during the fiscal year.
 Vacancy numbers are as of January 31, 2005.
 For definitions of percent of vacancies and percent of turnovers, see Appendix A.

Figure 29
Rural Health Clinics – Responses to Why Vacancies Were Hard-to-Fill



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Clinics

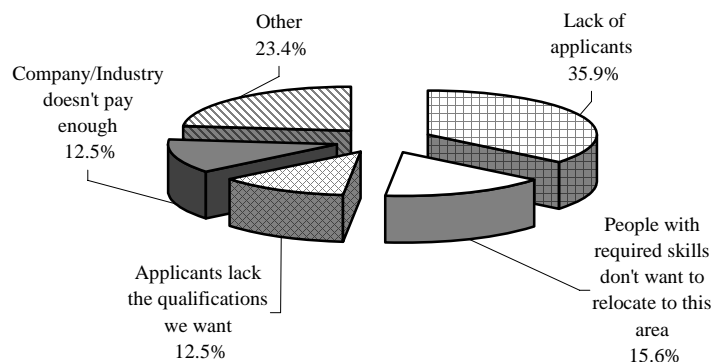
Out of the 213 clinics in South Dakota, 180 returned their surveys for a return rate of 84.5 percent. Figure 31, on the next page, shows the key health care professionals that are employed in clinics. The position with the highest vacancy rate was certified nurse practitioner with 6.8 percent, while the positions with the lowest vacancy rate were certified nurse midwife, clinical nurse specialist, occupational therapist, physician assistant, and physical therapist, all with 0 percent. The position with the highest turnover rate was occupational therapist with 16.7 percent, while the positions with the lowest turnover rate were certified nurse midwife and clinical nurse specialist, both with 0 percent. Overall, clinics had 3.5 percent of budgeted vacancies and 6.2 percent of turnovers.

Figure 30 shows the reasons why vacancies were hard-to-fill in clinics. The top response for why vacancies were hard-to-fill was “lack of applicants.” The second highest response was “people with required skills don’t want to relocate to this area.” The third highest response had a tie between “company/industry doesn’t pay enough” and “applicants lack the qualifications we want.”

Clinics Defined

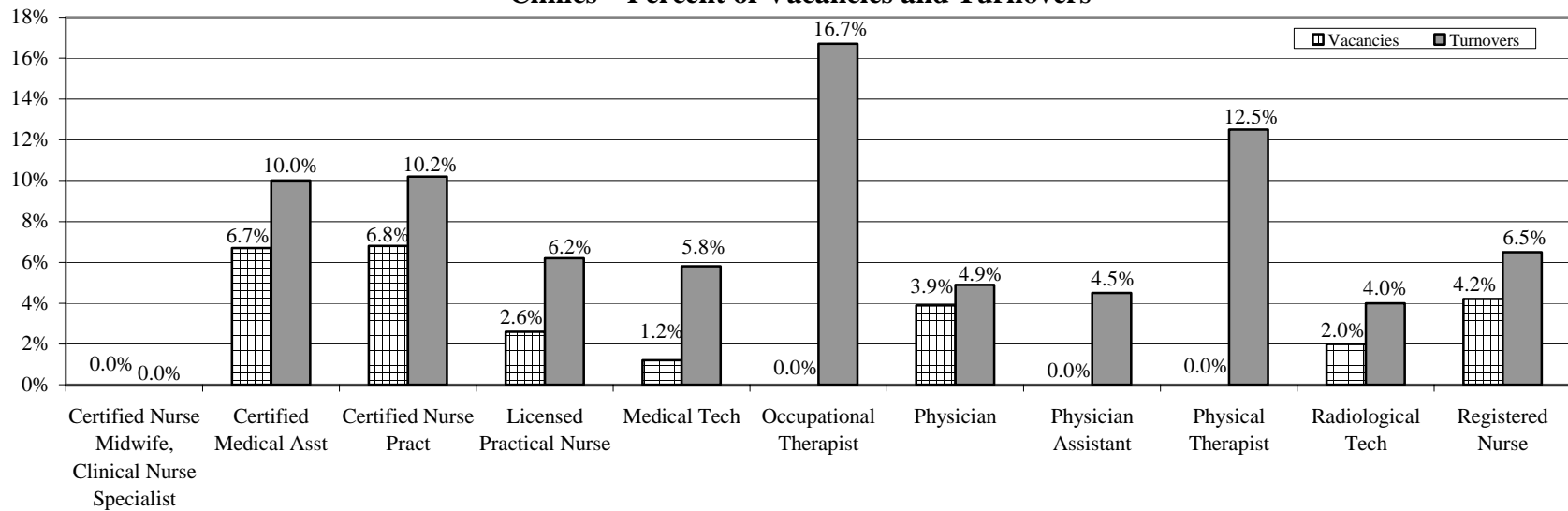
An institution, building, or part of a building where patients who do not require hospitalization or institutionalization are cared for.

Figure 30
Clinics – Responses to Why Vacancies Were Hard-to-Fill



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 31
Clinics – Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

Intermediate Care Facility for the Mentally Retarded

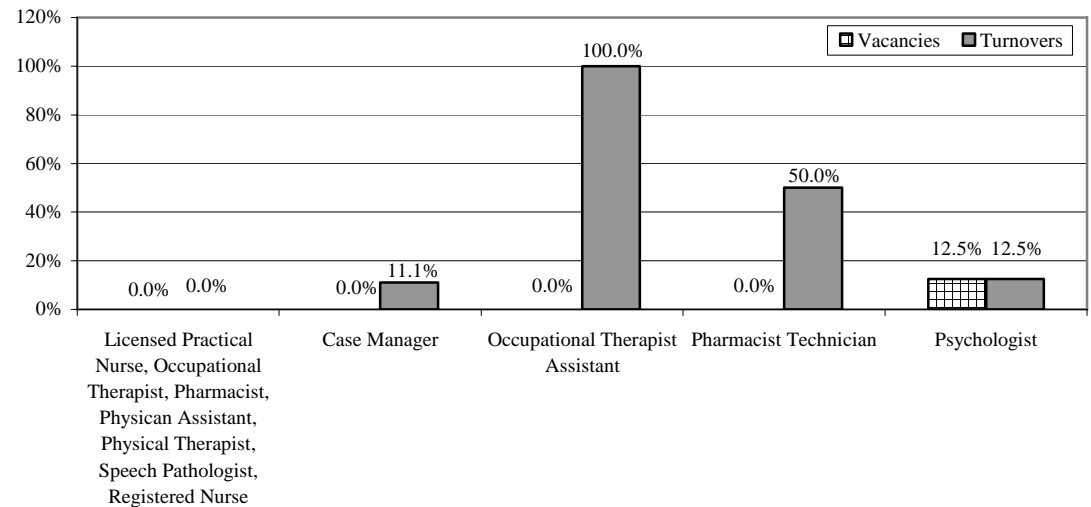
Figure 32 shows the key health care professionals that are employed in intermediate care facilities for the mentally retarded. There is only one licensed Intermediate Care Facility for the Mentally Retarded in South Dakota, which is reflected in this report. The position with the highest vacancy rate was psychologist with 12.5 percent. The position with highest turnover rate was occupational therapist assistant with 100 percent followed by pharmacist technician with 50 percent. Overall, intermediate care facilities for the mentally retarded had 2 percent of budgeted vacancies and 10.2 percent of turnovers.

This year the intermediate care facility for the mentally retarded had no hard-to-fill vacancies; therefore, summary data on hard-to-fill vacancies are not available.

Intermediate Care Facility Defined

An intermediate care facility is defined as an establishment which is maintained and operated for the expressed or implied purpose of providing care for a person or persons, whether for consideration or not, who do not require the degree of care and treatment which a hospital or skilled nursing facility is designed to provide but who, because of their mental or physical condition, require medical care and health services which can be made available to them only through institutional facilities.

Figure 32
Intermediate Care Facilities for the Mentally Retarded –
Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

There were no certified dietary managers, certified nurse practitioners, certified nursing assistants, dietitians, nursing assistants, physicians, physical therapist assistants, psychiatrists, restorative aides, and social workers in intermediate care facilities for the mentally retarded in 2005.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

